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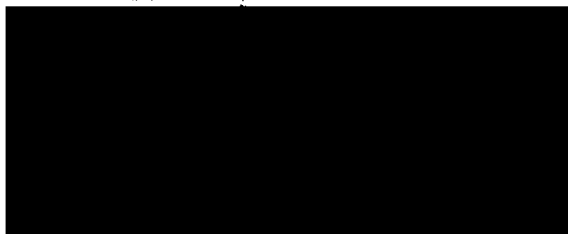
15 December 1951

CAREER SERVICE COMMITTEE

Working Group on ROTATION

Minutes of 7th Meeting 12 December 1951 2:00 P.M.

Present:



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1. It was agreed the working group would not hold any meetings on 26 December and 2 January. Regular meetings will be held 17 December and starting 9 January.

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2. A memorandum was received from [redacted] concerning the TDC problem in connection with rotation. This was deferred until 17 December.

3. The following paper on objectives was agreed to and it was agreed the Career Service Committee's approval would be requested.

OBJECTIVES OF ROTATION

1. The broad objective to rotation is to improve the capacity of the individual to serve the Agency. Specifically, rotation aims at the following objectives:

a. For the Agency:

1. a more effective and more economical utilization of the Agency's manpower.
2. a method of improving the selection and broadening the experience of individuals to serve in key positions.
3. the cultivation of an "esprit de corps" based primarily on the reward for merit principle.

b. For the individual:

1. assisting him to do his present job more effectively by:

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- (a) increasing his knowledge in depth in his field.
 - (b) providing him with new skills, techniques and methods of performance.
 - (c) improving his ability to plan his work and to direct and supervise others in it.
 - (d) increasing his understanding of the necessary relationships of his job to those of collateral and higher echelons of the Agency.
2. preparing him to undertake jobs of increasingly greater responsibility commensurate with his growth potential by:
 - (a) broadening his understanding of the objectives of the Agency and its mission.
 - (b) intensifying the development of his planning, managerial and supervisory skills.
 3. providing him more opportunity to find the field in which he does best.
 4. removing an individual from a "rut".

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Chairman

Dists:

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